

To: All Parents and Carers

Date: Wednesday 29<sup>th</sup> November 2023

Subject: **Discrimination Incidents**

Dear parents and carers,

I hope this finds you well. I am writing to voice concern around a rise in the number of discrimination incidents we are experiencing in school this term.

Typically, we might have one or two reported in a year. That's one or two too many of course. So far this term, we have had no fewer than nine reportable incidents. Six of these have been racist incidents, two involving use of homophobic language and one for airing offensive misogynistic views.

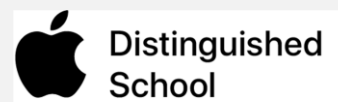
There is little pattern to the racist incidents and there have been targets and perpetrators with a wide range of characteristics. Almost all, on investigation, have involved vocabulary or views acquired at home (often from older siblings) and/or online.

As a school, we focus strongly on positive values and base our curriculum around these. We teach explicitly about protected characteristics and equality. It is part of our everyday experience.

All of the reportable incidents show a disregard for our values and are responded to with; support for the target and/or witnesses and personalised education for the perpetrator. Where appropriate, detentions have been used as a sanction.



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Going forward, we feel we need to send out an even stronger message. In line with our Anti-Racist Charter (downloadable here <https://parkdale-primary.co.uk/wp-content/uploads/2023/11/Anti-Racist-Charter-1.6.pdf>)

**we will exclude pupils who, after a warning and support/education, then perpetrate a further discrimination incident deemed above the stated threshold for their age and stage of development.**

**In the case of the most offensive discriminatory language, as per the charter, we will exclude on the first incident.**

We hope sincerely never to have to take such action and that the recent incidents are a 'blip' in an otherwise harmonious, respectful community. We are renowned, locally and much, much wider, as a wonderful example of successful multi-culturalism, diversity and mutual respect. We will not tolerate any decline in this.

Yours,

A handwritten signature in black ink, appearing to read 'Peter Hillier', written in a cursive style.

Peter Hillier, Headteacher